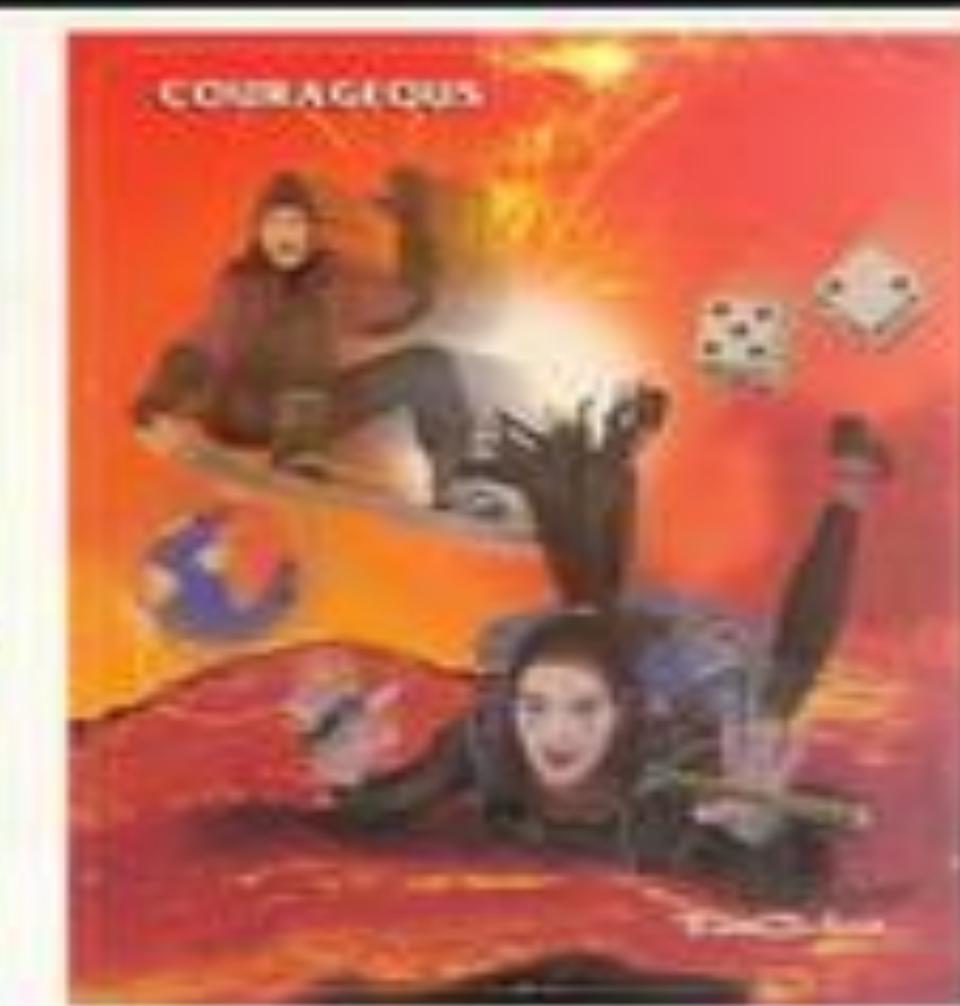




# 4 Lenses Understanding Personalities for Workplace Success

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# 4 Lenses

Uses four colors to identify four distinct perspectives and personalities

Most of us have a dominant color with shades of the other three colors (our color spectrum)



Recognizing your personality preference will enable you to respond more appropriately and concisely in various settings.

Then we had Carl Jung, Myers-Briggs, as well as True Colors.



# Distinct Perspectives

True Colors follows that there are four distinct personality preferences.

Each of us usually has one color that is more dominant but we can operate in all the colors depending on the situation.



# Distinct Perspectives

Recognizing your true colors will help you to interact and appreciate the other people you meet and work with.





# What is a personality type?

Personality type is fundamentally a way of explaining individual differences.

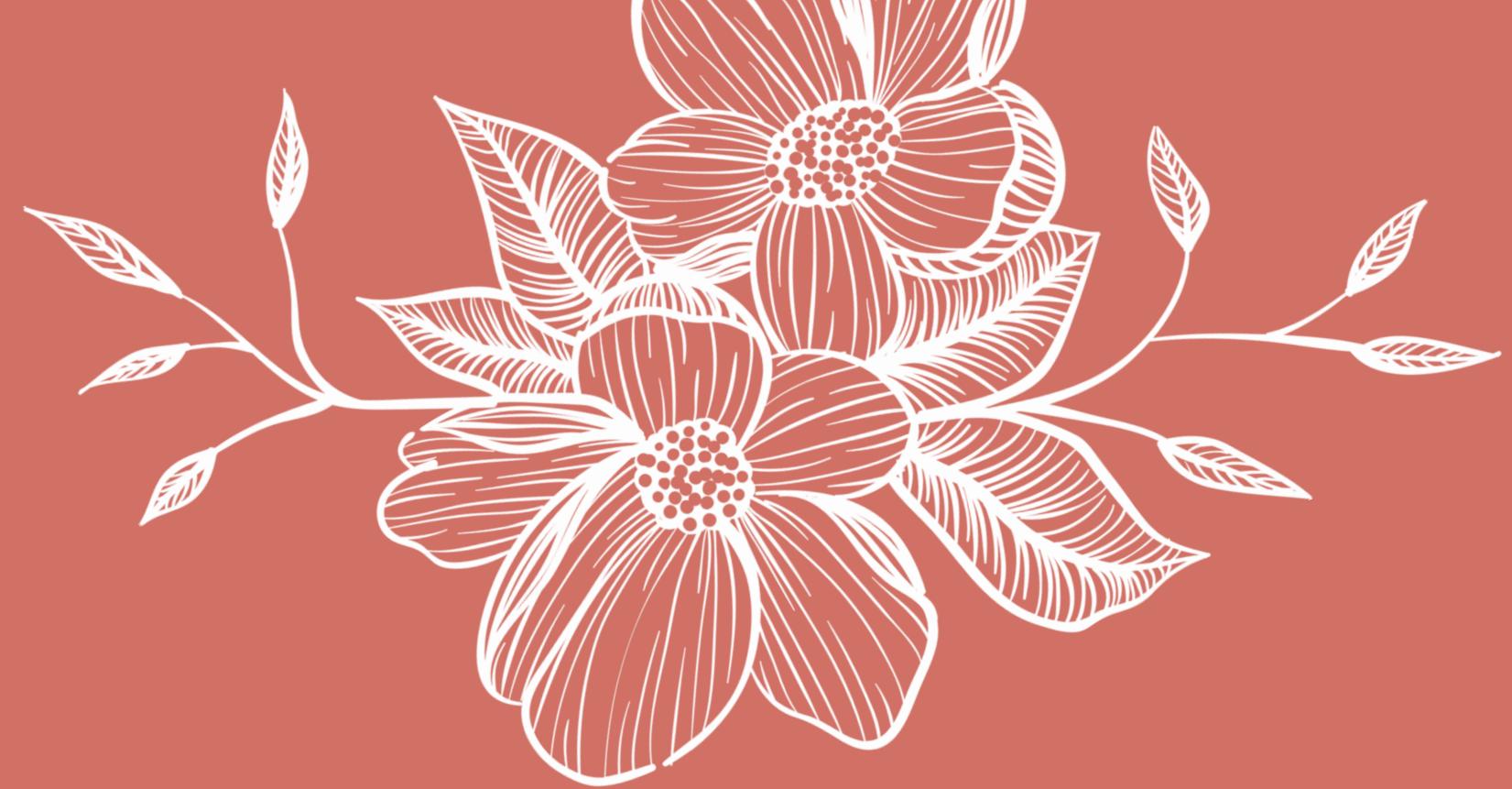


Looking at type shows us  
that there are reasons why  
we like or dislike the  
things we do.



There are explanations  
for why we work the way  
we work and why we  
interact with others in the  
manner we tend to prefer.  
It isn't random, it's our  
type!





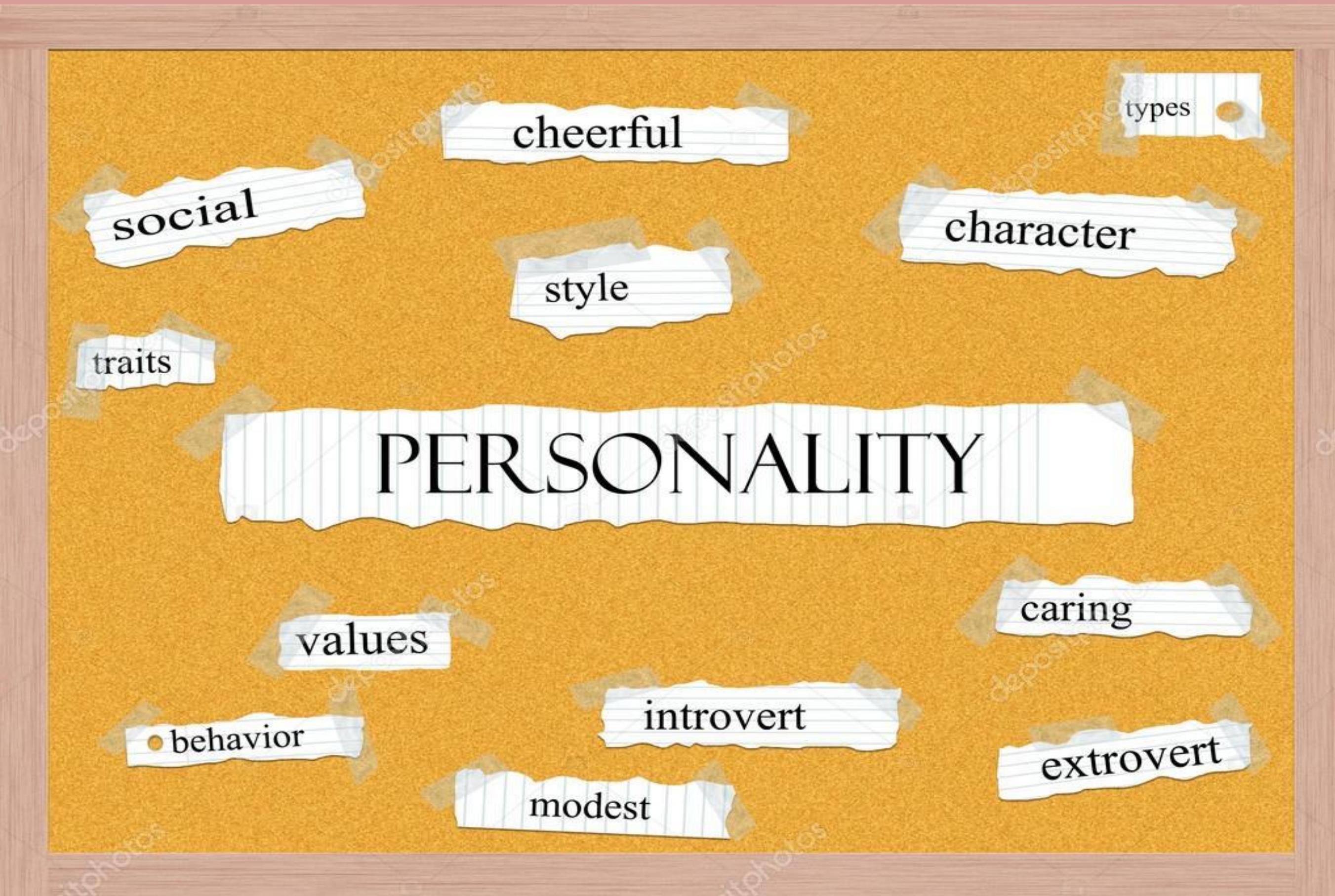
# Color preference Step 1

## Activity 1

# THE 4 ELEMENTS OF PERSONALITY TYPE

- Human personality is represented by four dimensions that help to describe the individual and how he or she operates and thrives in the workplace.
- The four dimensions refer to:
  - Energy style
  - Cognitive style
  - Values style
  - Self-management style







Each dimension is composed of two styles which sit on opposite ends of a continuum:

Brainstorm as a group  
identifying your ideal  
workplace

Joys  
Values  
Strengths  
needs



# Green Traits

- Problem solver/Innovative
- “Why” mentality • Abstract, theoretical & conceptual
- Global thinker – will look for big picture
- Standard setter – visionary, futuristic, inventor
- Cool, calm, collected



# Green Traits

- Intellectual/Witty/Enjoy Word Puns & Dark Humor
- Work is play and play is work
- Need for independence and private time
- Driven by competence



# Green Traits

- Perfectionist
- Analytical
- Approaches interpersonal relationships in a logical manner



# Stressors for Bright Green

- Lack of recognition of their ability
- Elaborate use of adjectives
- Not being in charge



# Stressors for Bright Green

- Lack of independence
- Subjective judgment
- Emotional displays



# Stressors for Bright Green

- Small talk
- Routine
- Social functions



## Keys To Motivating Greens...

- Understand they express themselves through their ability
- to be competent in everything they do
- Honor their need for privacy
- Understand their necessity to question your knowledge or facts



## Keys To Motivating Greens...

- Realize they too have feelings
- Realize their stress comes from fear of appearing foolish
- Appreciate their varied interests
- Encourage & reward achievements by commenting on their creativity, competence & ability



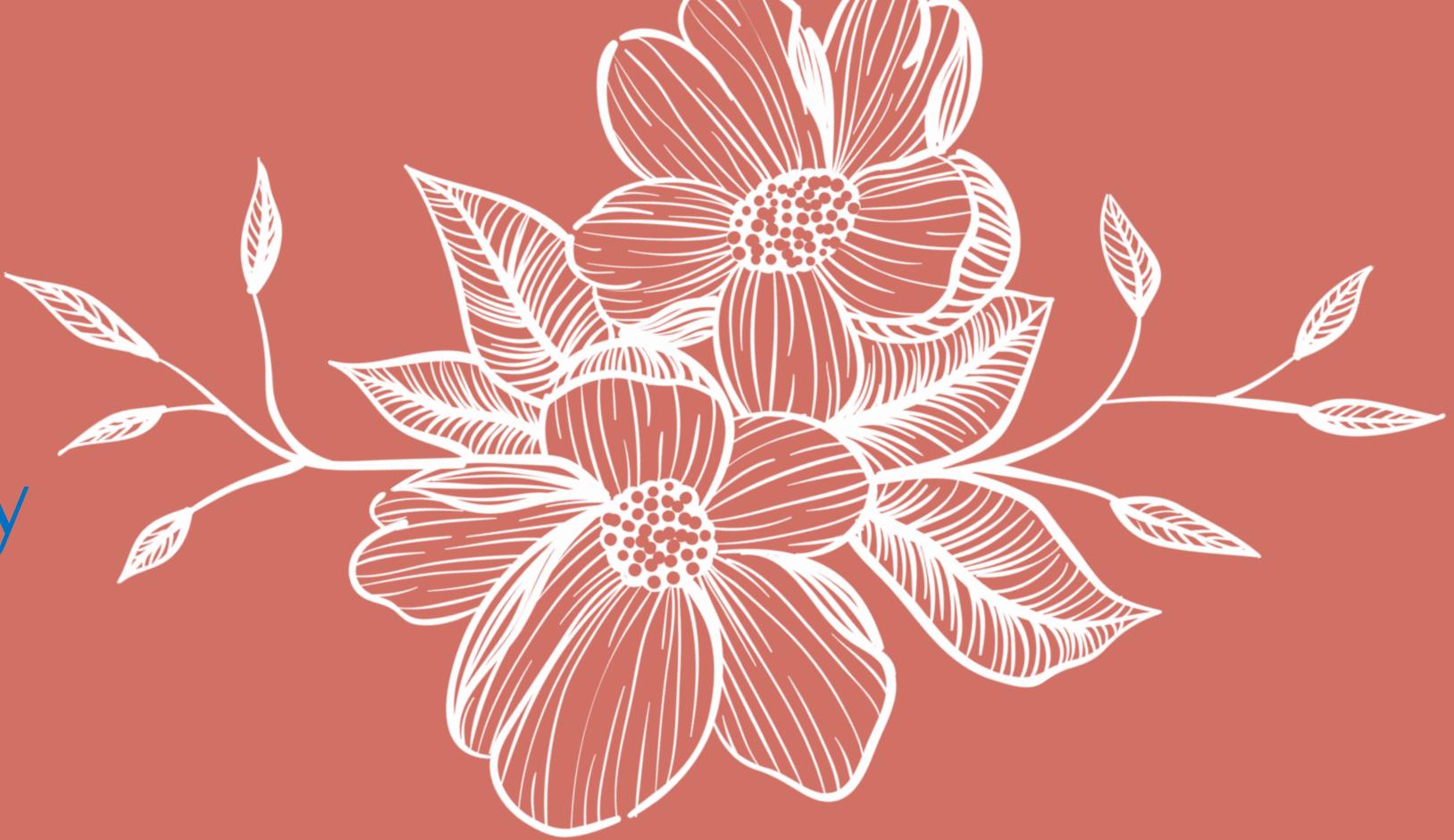
## Keys To Motivating Greens...

- Preserve their privacy to think & read
- Recognize their need for independence



## Blue Traits

- Friendly
- Helpful
- Express emotion
- Take time to relate
- Read between the lines
- Polite & compassionate unless personal values are violated
- Optimistic
- Foster harmony
- Empathetic
- Creative
- Personal
- Indirect



# • Keys To Motivating Blues...

- Acknowledge them before diving in
- Recognize their need to contribute, include them
- Show appreciation
- Be open and responsive
- Realize stress comes from disharmony
- Help them more after a setback
- Pay attention to congruency in body language



# Keys To Motivating Blues...

- Have patience, listen for feelings
- Let them share what they know
- Hear them out
- Be tactful when offering feedback



# Green & Blue

- Opposites in temperament
- What would it be like working with your opposite?
- Similar in the way they collect data
- Intuitive
- Look at big picture



# Gold Traits

- Communicate in writing
- Purposeful
- Task focused
- Appropriate
- Loyal



# Gold Traits

- Predictable
- Detail orientated
- Make judgments – right or wrong
- Need closure
- Chronological
- Status quo – speak of how “It has always been”
- Accountable



# Stressors for Bright Gold

- Incomplete tasks
- Irresponsibility
- Lack of direction
- Waste
- Disorganization
- Changing details
- Ambiguous tasks
- Non-Conformity



# Stressors for Bright Gold

- Lack of structure
- Haphazard attitude
- Too many things going on at once
- People who don't follow through



# Keys To Motivating Bright Golds...

- Be specific, do some reasonable planning
- Outline priorities
- Don't interrupt
- Apologize when appropriate
- Appeal to strong sense of "right" & "wrong"



# Keys To Motivating Bright Golds...

- Stay on task or target
- Praise their responsible actions & hard work
- Acknowledge their stability, recognize contributions
- Be punctual
- Offer to help so they don't feel the need to "do it all"
- Follow through on commitments
- Save surprises or novelty



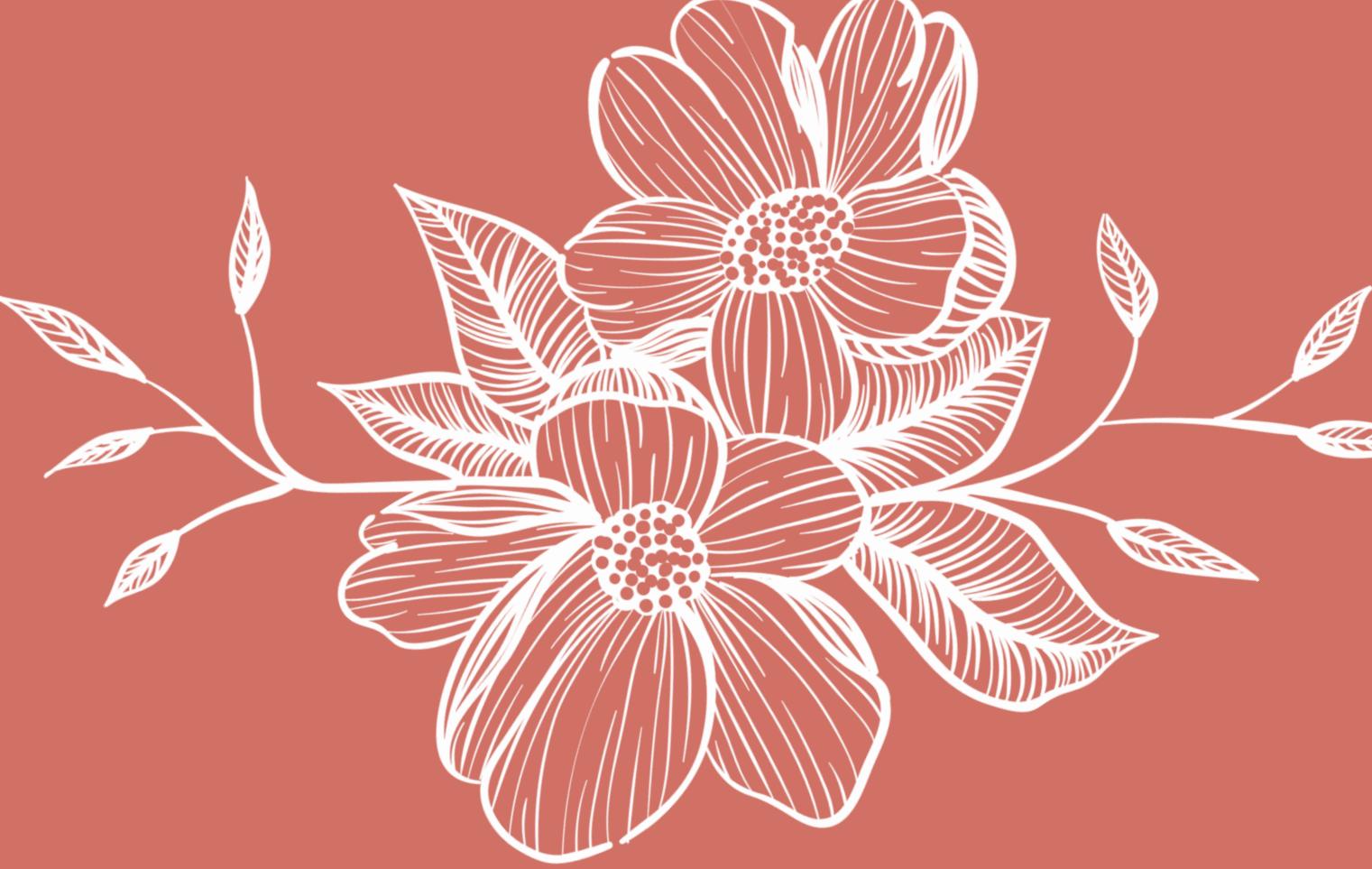
# Orange Traits

- Confident
- Casual
- “Now” orientated
- Straightforward
- Flexible
- Loud
- Speak in the moment
- Quick & Brief
- In motion
- Varied
- Involved



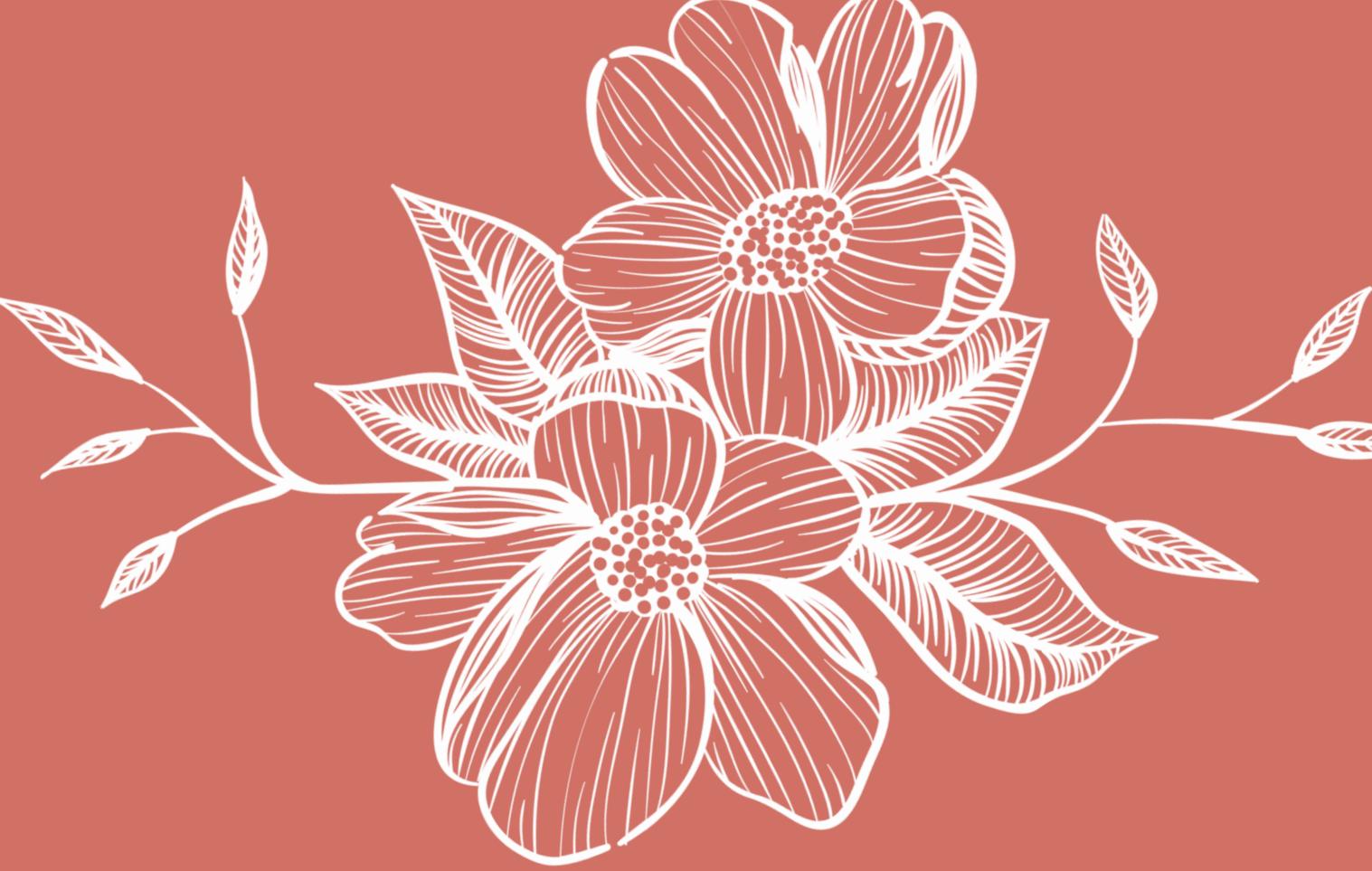
# Stressors for Bright Orange

- Too much responsibility
- Rules & regulations
- Being stuck at a desk
- Abstract concepts
- Reading manuals



# Stressors for Bright Orange

- Imposed structure
- Repetition and routine
- Personal criticism
- Deadlines
- Following detailed directions
- Lack of Fun and lack of variety



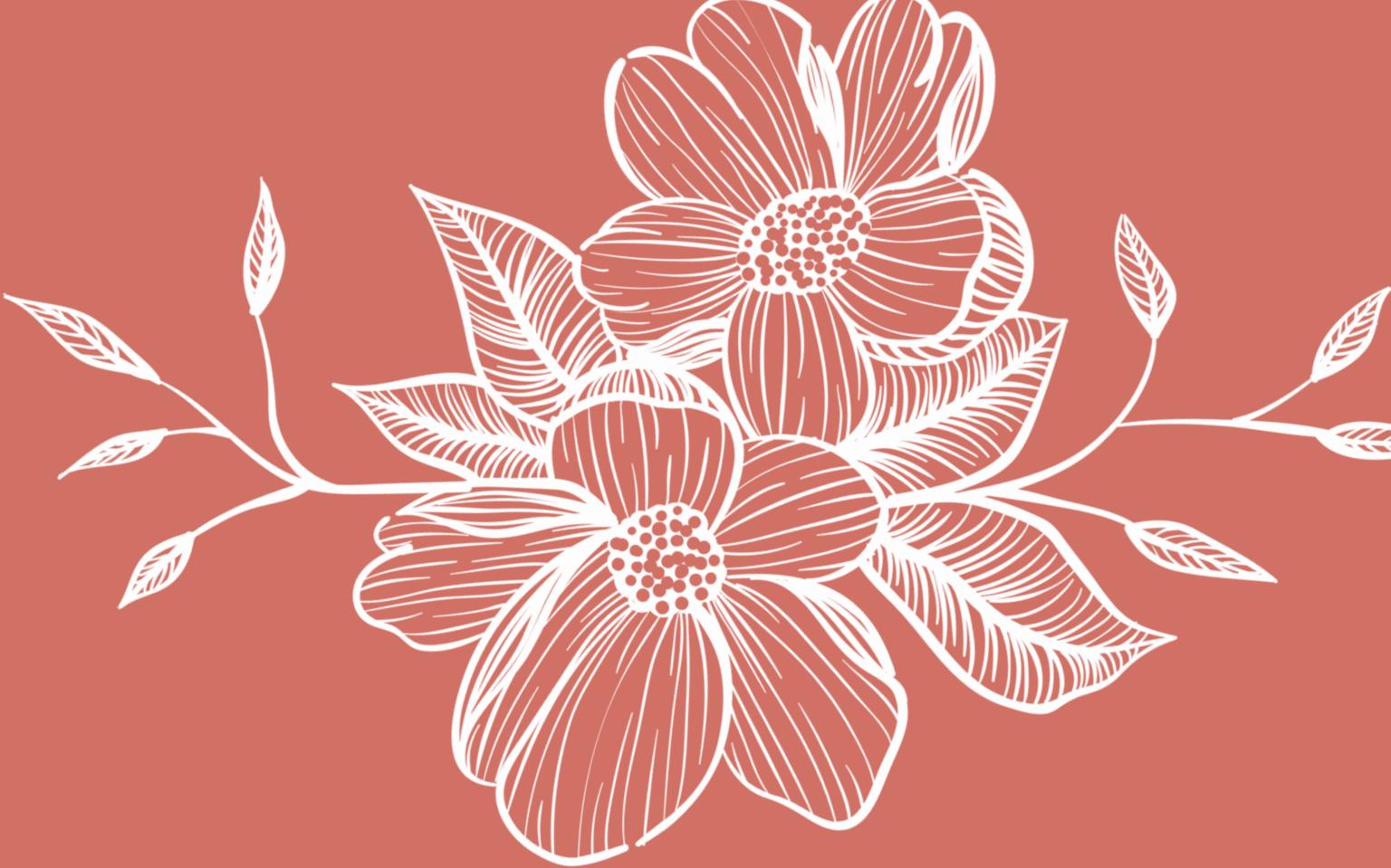
# Keys To Motivating Bright Oranges...

Recognize the need for freedom

- Value playfulness
- Realize stress comes from lack of excitement

Building fun into activities

- Praise their skills



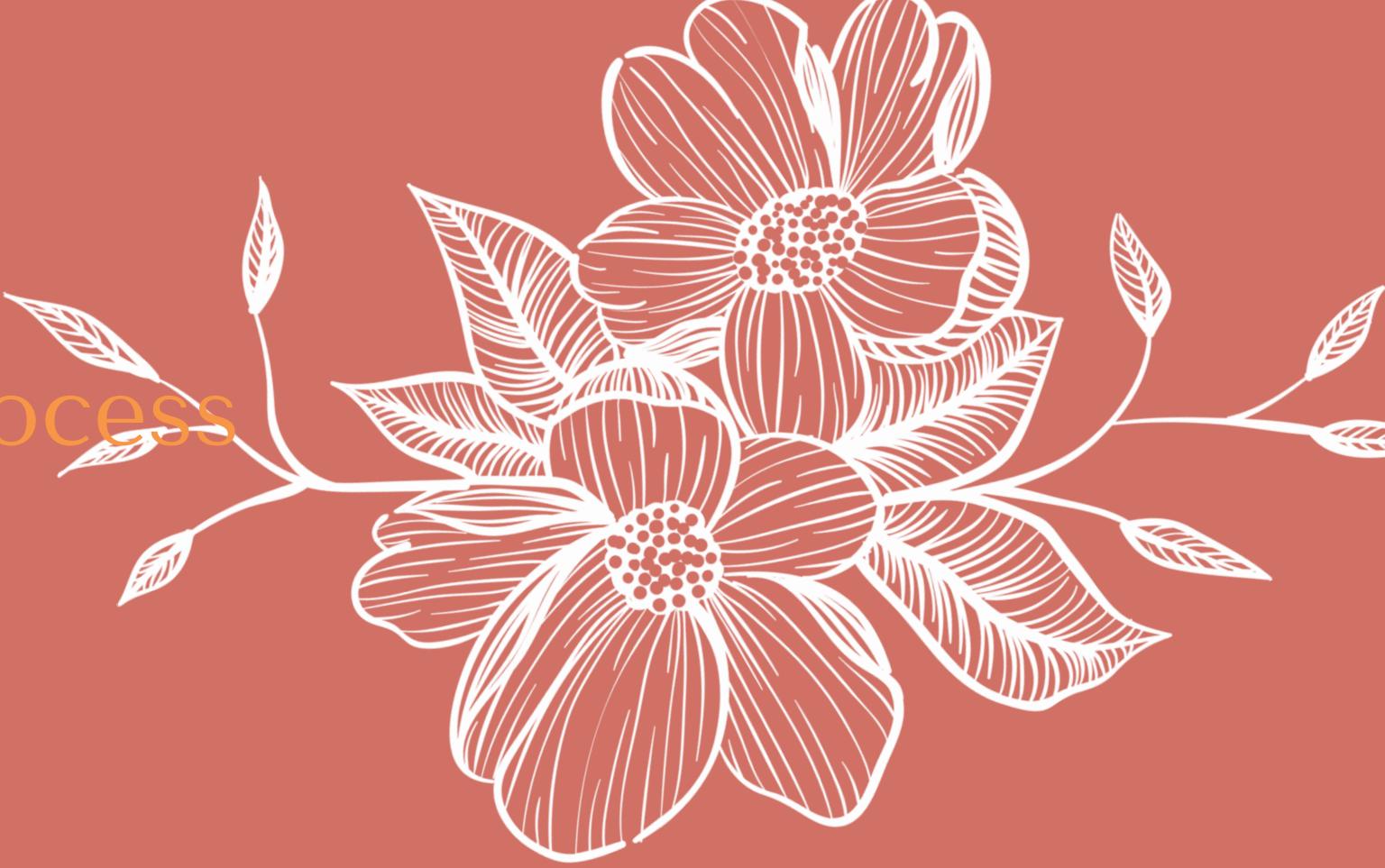
# Keys To Motivating Bright Oranges...

- Encourage them to take action, match their speed
- Be direct & to the point      • Make it a challenge
- Appreciate their flair, recognize contributions
- Move with them              • Offer options
- Give them an audience



# Gold & Orange

- Opposites in temperament, how they process information
- What would it be like to work with your opposite?
- Similar in how they collect information,
- Sensing



# Gold & Orange

- Take in information that is real & tangible
- Observant about the specifics of what is going on around them
- Observe and remember specifics



# Introversion & Extroversion

## INTROVERTED

- Listening Behavior
- Typically Golds and Greens
- ✓ Like quiet time
- ✓ Rather think a plan completely through before speaking on the subject
- ✓ “Recharged” Internally



# Introversion & Extroversion

- Extroverted
- Talkative behavior
- Typically Oranges and Blues
- ✓ Life is for talking about & people are for talking to
- ✓ Likely to formulate your plans & ideas out loud as they are coming to you
- ✓ “Recharged” by People



Extroversion ← Energy Style → Introversion

Sensing ← Cognitive Style → Intuitive

Thinking ← Values Style → Feeling

Judging ← Self-Management Style → Perceiving



# Typical Blue Occupations

- Blues enjoy jobs that allow them to concentrate on people and relationships.
- Drawn towards occupations that focus on service and the health and welfare of other people.
- Work best in warm, supportive, harmonious environments where workers are free to cooperate and communicate with each other.



# Typical Blue Occupations

- Imaginative, enthusiastic, and concerned about the personal welfare of those around them.
- Dislike competition, conflict, bureaucracy, and domineering authority figures.
- Promote creativity, flexibility, individuality, and personal expression.



# Blue Workers

- Are authentic and caring
- See the good and visualize the possibilities
- Use uplifting, enthusiastic communications
- Add value by keeping you (and others) close
- Create highly individualized workspaces
- Need a pat on the back •



# Blue Workers

- Size up situations by what has gone before
- Adjust to accommodate individual needs
- Make decisions using empathy and personal values
- Are sensitive and idealistic



# Typical Gold Occupations

- Prefer jobs that allow them to be thorough, accurate, and systematic.
- Prefer to work in situations where they can see a job through to the end, and then touch and feel the results.
- Practical, efficient, and cooperative workers that respect authority, discipline, and punctuality.



# Typical Gold Occupations

- Practical, efficient, and cooperative workers that respect authority, discipline, and punctuality.
- Want to work in environments that are traditional, structured, orderly, and filled with other hard-working people.
- Have a compelling need to follow established procedures and routines, and do things the “right” way.
- Stable, honest, and dependable workers who generally put the needs of the company above their own



# Gold Workers

- Work to serve; serve to work
- Are fastidious, protective, dependable
- Stabilize, reinforce, improve by increments
- Honor performance and service in team-building ways
- Find it easier to criticize than reward



# Gold Workers

- Organize contagiously
- Have as their credo: “In plans we trust”
- Need timelines, deadlines, measurements
- Hate last-minute hurries • Give attention to the little stuff



# Typical Green Occupations

- Driven towards work that involves an analytical and creative focus.
- Visionary and independent workers who can tune out the world as they work on things that capture their interest.
- Most productive when they can perfect an idea, then move on and leave the project to be maintained and supported by others.



# Typical Green Occupations

- Work well with complex strategies, abstract concepts, and theoretical models.
- • Prefer a work environment with minimal structure and little bureaucracy.
- • Don't mind taking risks in order to test their innovative ideas.
- • Biggest asset is their drive to be competent, logical and accurate.



# Green Workers

- Crave competency; thirst for knowledge
- Are “idea people”
- Lust for mental challenges and things to learn
- Seek mental stimulation in their work
- Start strongly, but may finish weakly, or not at all
- Are often unaware of others’ feelings •



# Green Workers

- Attracted and responsive to new ideas
- Are objective to a fault
- Ask a million questions
- Need you to be precise



# Typical Orange Occupations

- Tackle their work with enthusiasm so they can quickly move on to other pursuits
- Great at working under pressure and prefer to work on jobs that are lively, risky, and unpredictable
- Grow restless with jobs that tie them down and limit their personal freedom



# Typical Orange Occupations

- Straightforward, realistic, and practical workers who bring flair, energy, and excitement to the workplace
- Talented, resourceful, skillful, and adaptable
- Upbeat and sociable natures, usually present a positive image of themselves and their company
- Action-oriented workers who know how to get the results they desire



# Orange Workers

- Need speed, action, freedom
- Never borrow trouble
- Can switch between options easily
- Find nothing is too strange if it works
- Are risk seeking



# Orange Workers

- Call plays from the field
- Have verbal meetings
- Do the work, allow the structure to emerge from the process
- Make it look easy
- Set things up for the big finish



# Orange Workers

- Have verbal meetings
- Do the work, allow the structure to emerge from the process
- Make it look easy
- Set things up for the big finish



# How to Enjoy Any Job

- Every profession usually includes representative of every color
- Find a way to bring your own natural talents and skills to the job
- Choose a job inherently interesting
- Find jobs that are easy for you



# How to Enjoy Any Job

- Do a job that advances a cause you believe in
- Do a job that contributes to the good of those you care about

